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# Substance Abuse Testing Report 1997

Maine Department of Labor

Maine Bureau of Labor Standards

Ruth A. Ladd

*Maine Department of Labor*

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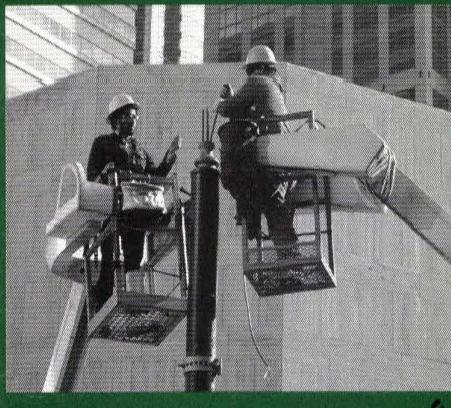
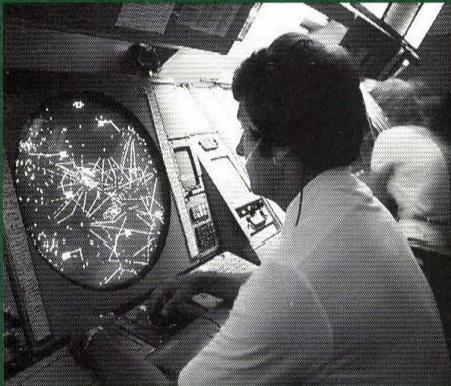
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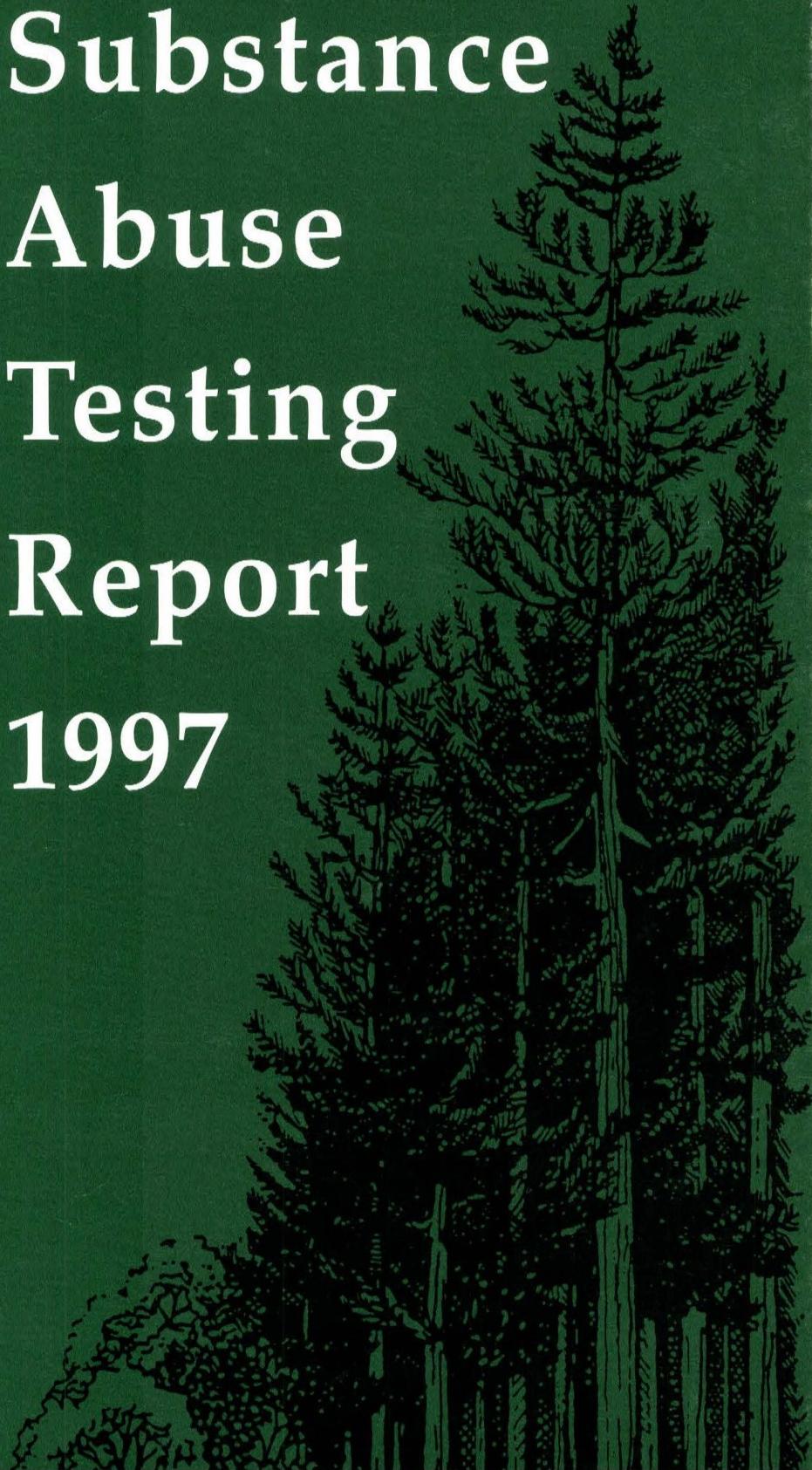
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**MAINE**  
Department of Labor



# Substance Abuse Testing Report

1997





DEPARTMENT OF LABOR  
BUREAU OF LABOR STANDARDS  
45 STATE HOUSE STATION  
AUGUSTA, MAINE  
04333-0045

VALERIE R. LANDRY  
COMMISSIONER

ANGUS S. KING, JR.  
GOVERNOR

ALAN C. HINSEY  
DIRECTOR

**Report to the  
118th Legislature  
On the Substance  
Abuse Testing Law  
For Calendar Year  
1997**

**By Ruth A. Ladd, Statistician II  
Technical Services Division**

March 1998

Augusta, Maine

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# **Substance Abuse Testing Report**

## **1997**

### **Background**

The following fulfills the Department of Labor's requirement to report to the "joint standing committee having jurisdiction over labor matters" as set out in the Maine Substance Abuse Testing Law, Title 26 M.R.S.A. Section 680 et seq. This report is relevant only to employer testing activities under Maine law. It is not a comprehensive study of workplace substance abuse testing because it does not include individuals who are tested under federal testing programs.

The Department of Labor, Bureau of Labor Standards as well as the Department of Human Services, Health and Environmental Testing Laboratory and the Department of Mental Health, Mental Retardation and Substance Abuse, Office of Substance Abuse Services fulfill the responsibilities as stated in Maine law. The Department of Labor reviews and approves substance abuse testing policies and conducts the annual survey of substance abuse testing. 1997 was the eighth full year of regulation under Maine law.

### **Summary**

During 1997, 29 business substance abuse testing policies were reviewed. Of the 29 reviews, nine new policies and ten revisions or amendments were approved; one policy was denied, and revisions were requested for nine policies.

As of December 31, 1997, a total of 147 policies have been approved since the inception of the law and are currently in force.

The Department of Labor surveys all employers with approved policies for this report. The 1997 survey showed that 12,600 job applicants had been tested with 375 (3.0%) confirmed positive tests. There were seven employee probable cause\* tests with one (14.3%) positive reported, and 474 employee random or arbitrary tests with 16 (3.4%) positives reported. (\*See appendix)

In 1997, Department of Human Services (DHS) Health and Environmental Testing Laboratory reissued licenses to eight laboratories for substance abuse testing. Licenses for two laboratories expired.

Department of Mental Health, Mental Retardation (DMHMR) and Substance Abuse Office of Substance Abuse Services approved two new employee assistance programs (EAP). Some programs have not been renewed causing the number of approved EAP's to decrease by seven from 1996. Currently, 28 employers have approved EAP programs (see page 19).

## **Section I - Agency Review and Approval**

### **Department of Labor - Policy Review and Approval**

The Department of Labor (DOL) received 45 individual policy submissions (three were resubmitted from the previous year) from 39 employers. The number of individual policies reviewed is larger because resubmissions, revisions and amendments are counted separately. DOL staff completed 29 reviews, including three holdovers from the previous year. Due to the backlog of policies carried over from previous years, there were 54 policies pending the Department's review as of December 31, 1997. Most policies pending have received an initial review. These numbers include policy modifications submitted in response to law changes. See Table 1.

**Table 1**

**Number of Employers Submitting Policies  
and Policies Reviewed  
(includes amendments)**  
**Maine, 1997**

	<b>Policies &amp; Amendments Received in 1997</b>	<b>1997 Activity</b>
Total Policies Received	42	45
Reviews Completed	26	29
Approved	16	19
Revision Requested	9	9
Denied	1	1
Review Pending (including Backlog)	16	54

The average time from receipt to notification for all submissions was 42 working days. Initial reviews of new submissions took the longest, an average of 50 working days. Reviews of amendments took an average of 14 days, while revision reviews took 36 days. See Table 2.

**Table 2**

**Average Time for Review of Policies, Policy Revisions and  
Amendments by Type of Review and Action Taken on Review  
(in working days from receipt to notification)**  
**Maine, 1997**

	<b>All Submissions</b>	<b>Approved</b>	<b>Denied</b>	<b>Revisions</b>
Average Review	42	32	3	65
Initial Review	50	30	3	65
Revision Review	36	40	--	20
Amendment Review	14	14	--	20

The following shows employers with approved policies, the date of initial approval and the type of testing allowed.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Allstate Insurance Co. 74 Batterson Park Rd. P.O. Box 4005 Farmington, CT 06034	04/11/91	X		
Allwaste Environmental Services 31 Waldron Way Portland, ME 04103	11/10/93	X		
Arrow Hart Wiring Devices 1 Cressey Road Brunswick, ME 04011	07/24/90	X		
Astro Waste Services, Inc. P.O. Box 709 Old Orchard Beach, ME 04064-0709	01/05/96	X	X	X
@WORK Personnel Services P.O. Box 96 Brooks, ME 04921	07/02/96	X		
Atlantic Home Health, Inc. RFD1 Box 395 Levant, ME 04456-9703	04/13/95	X		
Auburn, City of 45 Spring Street Auburn, ME 04210	06/09/94	X		
Augat Inc. Community Drive Sanford Industrial Estates Sanford, ME 04073	08/01/94	X		
Avian Farms Int'l, Inc. 295 Kennedy Memorial Drive P.O. Box 1847 Waterville, ME 04903	08/01/94	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
B & E Cleaning Service P.O. Box 244 Kingfield, ME 04947-0244	10/22/96	X		
B E & K P.O. Box 358 Jay, ME 04239	06/03/91	X	X	X
B J's Wholesale Club P.O. Box 9601 Natick, MA 01760-9601	06/09/94	X		
Bancroft Contracting 23 Phillips Rd. South Paris, ME 04281	02/01/94	X		
Bangor Area Visiting Nurses 268 State Street P.O. Box 2040 Bangor, ME 04402-2040	12/16/92	X		
Barber Foods P.O. Box 4821 Portland, ME 04112-4821	09/09/97	X		
Bath Iron Works Corp. 700 Washington Street Bath, ME 04530	02/26/90	X		
Bell Atlantic (NYNEX) 185 Franklin Street, Room 1401 Boston, MA 02110	10/05/94	X	X	X
Bridgecorp 319 Water St. P.O. Box 2588 Augusta, ME 04338-2588	08/21/96	X		
Carquest Distribution Center P.O. Box 1239 Bangor, ME 04401	11/24/97	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Central Maine Power Co. 83 Edison Drive Augusta, ME 04336	10/18/90	X		
Chadwick-BaRoss Inc. 160 Warren Ave. P.O. Box 4500 Westbrook, ME 04098-1594	07/21/93	X		
Champion International Corp. P.O. Box 1200 Bucksport, ME 04416	03/23/90	X		
Champion International Corp. Costigan Stud Mill P.O. Box 159 Costigan, ME 04423-0159	02/14/92	X	X	
Chinet Company 242 College Ave. P.O. Box 1016 Waterville, ME 04903-1016	07/24/90	X		
Cianbro Corporation Hunnewell Square Pittsfield, ME 04967	02/27/90	X	X	X
Circuit City Stores, Inc. 9960 Maryland Dr. Richmond, VA 23233-1464	10/31/96	X		
Cives Steel Company Riverside Dr. P.O. Box 850 Augusta, ME 04332-0850	10/18/90	X		
Coca-Cola Bottling Co. of Northern New England, Inc. One Executive Park Drive Bedford, NH 03110-6913	12/29/92	X	X	

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Control Devices, Inc. 228 Northeast Rd Standish, ME 04084	04/17/96	X		
CYRO Industries Rt 109 Industrial Park P.O. Box 591 Sanford, ME 04073	07/24/90	X		
D & G Machine Products 50 Eisenhower Drive Westbrook, ME 04092-2009	07/31/91	X		
Dennis Beverage Co. (DBA Dennis Paper Co.) 1017 School Street, Veazie P.O. Box 1452 Bangor, ME 04402-1452	12/04/91	X		
Durastone Precast Concrete Products, Inc. 66 Milliken St. Portland, ME 04103	08/23/96	X		X
Eastern Fine Paper, Inc. P.O. Box 129 Brewer, ME 04412	04/23/91	X		
Eastern Maine Health Care 489 State Street P.O. Box 404 Bangor, ME 04402-0404	01/15/91	X		
Eastern Refractories Co. Inc. 60 Holland Street P.O. Box 237 Lewiston, ME 04240	07/22/93	X		
Edwards Systems Technology 5 North Main Street Pittsfield, ME 04967-1500	05/28/91	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
EFMark 1111 Executive Court, Suite 200 Westmont, IL 60559	10/23/97	X		
Ellsworth Builders Supply, Inc. State Street RR 4 Box 4 Ellsworth, ME 04605	09/25/90	X		
ESOCO Orrington Inc. P.O. Box 160 Orrington, ME 04474	06/03/92	X		
Fiber Materials, Inc. 5 Morin St. Biddeford Industrial Park Biddeford, ME 04005	06/27/90	X		
Fisher Engineering 12 Water St., P.O. Box 529 Rockland, ME 04841-0529	04/17/96	X	X	
Flatiron Structure Co. P.O. Box 2239 Longmont, CO 80502-2239	04/30/96	X		
FMC Corporation P.O. Box 308 Rockland, ME 04841-0308	03/22/90	X	X	X
Fraser Paper Ltd. Madawaska, ME 04756	04/15/94	X		
Fulghum Fibres P.O. Box 15395 Augusta, GA 30919	10/08/97	X		
Gardiner Paperboard (Newark Paperboard) 721 Water St. Gardiner, ME 04345	08/15/97	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
General Electric Co. 135 Rodman Road Auburn, ME 04210	10/18/90	X		
General Electric Co. 534 Griffin Road Bangor, ME 04401	05/24/90	X		
Georgia Pacific Corp. Communication Paper Division 60 Main Street Woodland, ME 04694	07/31/91	X		
Georgia Pacific Corp. Chip N Saw & O S B 60 Main St. Woodland, ME 04694	04/23/91	X	X	
Gibbs & Cox Inc. P.O. Box 1306 Brunswick, ME 04011	08/07/91	X		
G.E. Goding & Son, Inc. RR #1 Box 395 Lincoln, ME 04457	04/20/90	X		
J.E. Goold Division of Bindley Western Industries, Inc. P.O. Box 920 Portland, ME 04104	05/18/93	X		
Gorbell/Thermo Electron Power Co. Rt 150 North, Harmony Rd. P.O. Box 170 Athens, ME 04912-0170	10/05/94	X		
Great Northern Paper Bowater, Inc. 1 Katahdin Avenue Millinocket, ME 04462-1398	12/16/92	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Guardsmark P.O. Box 45 Memphis, TN 38101-0045	12/05/96	X		
Hall Security Services Inc. 6 State St., Suite 301 Bangor, ME 04401	07/31/91	X		
Hancock Lumber Co. P.O. Box 299 Casco, ME 04015	04/29/91	X		
Hannaford Brothers Co. P.O. Box 1000 Portland, ME 04104	05/18/93	X	X	X
Healthsouth Corp. One Healthsouth Parkway Birmingham, AL 35243	10/20/97	X		
Home Depot 2455 Paces Ferry Rd. NW Atlanta, GA 30339	11/01/96	X		
Host Marriott Services Corp. 6600 Rockledge Dr Mail Stop #27 Bethesda, MD 20817	01/05/96	X		
Huber, J.M. Corp. Easton Department Wood Products Division Station Road P.O. Box 69 Easton, ME 04740	04/29/91	X	X	
Hussey Seating Co. P.O. Box 459 North Berwick, ME 03906-0459	12/24/90	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Indec Operations, Inc. P.O. Box 317 West Enfield, ME 04493	04/24/97	X		
International Paper Co. Androscoggin Mill P.O. Box 20 Jay, ME 04239	11/05/90	X	X	
International Paper Co. Northeast Region 9 Green Street Augusta, ME 04330-7443	04/23/91	X		
Interstate Food Processing 877 West Main St., Suite 750 Boise, ID 83702	06/25/92	X		
Irving Tanning Co. 3 Main St. P.O. Box 400 Hartland, ME 04943-0400	12/27/93	X		
James River Corp. P.O. Box 547 Old Town, ME 04468	02/27/90	X		
James River Timber Passadumkeag Stud Mill P.O. Box 547 Old Town, ME 04468-0547	01/18/96	X		
Johns Manville 51 Lexington St. Lewiston, ME 04240-3513	05/22/97	X		
Jordan's Foods, Inc. 38 India St. P.O. Box 588 Portland, ME 04112-0588	04/02/97	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Kennebec Health Systems 5 St. Catherine Street Augusta, ME 04330	04/30/93	X		
Kimberly Clark (formerly Scott Paper) 14 Benton Ave. Winslow, ME 04901	05/28/91	X	X	
Kravco Company Bangor Mall Boulevard Bangor, ME 04401	04/13/95	X		
Lane Construction Corp. P.O. Box 940 358 Broadway, Suite 105 Bangor, ME 04401	12/16/92	X		
Lane Construction Corp. Sunquip Division P.O. Box 940 358 Broadway, Suite 105 Bangor, ME 04401	12/16/92	X		
Lane Construction Corp. Sunrise Materials Division P.O. Box 940 358 Broadway, Suite 105 Bangor, ME 04401	12/16/92	X		
Lemforder Corp. 55 Baker Blvd. P.O. Box 219 Brewer, ME 04412	12/03/91	X		
Lincoln Life Ins. Co. P.O. Box 9740 Portland, ME 04104-5001	08/01/97	X		
Lincoln Pulp & Paper Co. 50 Katahdin Avenue Lincoln, ME 04457	07/24/90	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Lucas Tree Experts P.O. Box 958 Portland, ME 04104	04/29/91	X		
Madison Paper Industries Main St. P.O. Box 129 Madison, ME 04950-0129	04/19/90	X		
Maine Poly Inc. P.O. Box 8 Greene, ME 04236	02/26/90	X		
Maine Public Service Co. P.O. Box 1209 Presque Isle, ME 04769-1209	06/13/90	X		
Maine Rubber International 21 Saco Street Westbrook, ME 04092	05/15/90	X		
Malden Mills Industries Bridgton Knitting Mills Route 302 Bridgton, ME 04009-9556	06/03/92	X		
Marriott International, Inc. Mariott Headquarters Dept. 931.32 Marriott Dr. Washington, DC 20058	10/17/95	X		
Masonite Corp. (formerly Wood Fiber Industries) P.O. Box 99 Lisbon Falls, ME 04252-0099	06/09/94	X		
MBNA Marketing Systems 32 Washington Street Camden, ME 04843	06/30/93	X		

Employers with approved policies, continued.

<b>Company Name</b>	<b>Date Approved</b>	<b>Applicant Testing</b>	<b>Probable Cause</b>	<b>Random or Arbitrary</b>
McCain Foods Inc. P.O. Box 159 Easton, ME 04740-0159	02/24/92	X		
Mead Publishing Paper Div. 35 Hartford St. Rumford, ME 04276	03/19/90	X	X	X
The Merrill Companies 601 A Danforth St. Portland, ME 04102-3903	12/16/92	X		
Mid-State Machine Products 1501 Verti Drive Winslow, ME 04901	05/15/90	X	X	X
Mount Hope Cemetery Corp. P.O. Box 63 Bangor, ME 04402-0063	04/13/95	X		
Newark Paperboard Products Mercer Division So. Gardiner Facility River Rd. So. Gardiner, ME 04345	08/15/97	X		
Nissen Baking Co. 59 Washington Ave. P.O. Box 1158 Portland, ME 04104-1158	01/03/92	X		
North American Philips Corp. 1560 Lisbon Rd. Lewiston, ME 04240	10/04/90	X		
North Center Foodservice Corp. Dalton Road, P.O. Box 2628 Augusta, ME 04330-2628	09/19/90	X		
Northeast Air 987 Westbrook Street Portland, ME 04102	09/30/91	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Oakhurst Dairy 364 Forest Avenue Portland, ME 04101	02/28/90	X		
Oilsten Staffing Services 195 Hanover St, Portsmouth, NH 03801-3749	08/12/97	X		
OSRAM Sylvania Inc. (Formerly GTE Products) 100 Endicott Street Danvers, MA 01923	02/06/91	X		
Pioneer Plastics Corp. One Pionite Road P.O. Box 1014 Auburn, ME 04210-1014	09/19/90	X		
Pleasants Hardware Co. HCI/Craftsmen 1010 Northwest Blvd. P.O. Box 5258 Winston-Salem, NC 27113-5258	10/20/97	X		
Pollack, G.M. Corp. 600 Roundwood Drive Scarborough, ME 04074	08/25/92	X		
Pratt & Whitney Wells Road North Berwick, ME 03906	06/22/90	X	X	
Progressive Distributors P.O. Box 295 Winthrop, ME 04364	05/18/93	X		
Rainbow Rugs Inc. 74 Old Airport Rd. Sanford, ME 04073	11/21/90	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Reed & Reed P.O. Box 370 Woolwich, ME 04579	06/25/92	X		
Resource Net International (formerly Carter Rice/Dowd Co.) 613 Main St. Wilmington, MA 01887-3236	07/21/93	X		
Riley Medical Inc. 27 Wright's Landing L-A Airpark Auburn, ME 04210	08/17/93	X		
Rock-Tenn Co. Ellis Paperboard Products 16 Washington Avenue Scarborough, ME 04074	05/28/91	X	X	X
Saco Defense Inc. 291 North Street Saco, ME 04072	02/28/90	X	X	X
Sargent, H.E., Inc. 101 Bennoch Rd. P.O. Box 435 Stillwater, ME 04489-0435	04/17/96	X		
Sawyer Environmental Recovery Facilities Inc. 358 Emerson Mill Road Hampden, ME 04444	04/03/90	X		
Sawyer Environmental Services 358 Emerson Mill Rd Hampden, ME 04444	04/03/91	X		
Seaward Const. Corp. P.O. Box 1177 Portsmouth, NH 03802-1177	07/31/91	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Seltzer & Rydholm Inc. P.O. Box 1090 Auburn, ME 04211-1090	12/29/92	X		
Sisters of Charity Health System/Workmed Campus Ave. P.O. Box 7291 Lewiston, ME 04243-7291	07/19/95	X		
Solon Mfg. Co. Solon, ME 04979-0285	07/19/95	X		
Sonoco Products Baker Division P.O. Box 668 Hartselle, AL 35640	01/03/92	X		
Sonoco Products Co. Pittsfield Plant 50 DesSeigneurs Montreal Quebec, Canada H3J1X3	07/31/91	X		
Southern Container Corp. P.O. Box 9001 Westbrook, ME 04098-9001	02/23/96	X		
Specialty Minerals, Inc. 35 Highland Ave. Bethlehem, PA 18017	06/06/96	X	X	
Sprague Energy Corp. One Parade Mall Portsmouth, NH 03801	08/16/94	X		
Sullivan and Merritt, Inc. 25 Freedom Park Bangor, ME 04401	05/18/93	X		
Sunday River Ski Resort P.O. Box 450 Bethel, ME 04127-0450	10/05/94	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
S.W. & B. Construction P.O. Box 160888 Mobile, AL 36616-1888	04/29/91	X		
Tilcon of Maine, Inc. P.O. Box 160888 Mobile, AL 36616-1888	10/04/90	X		
Tree Free Fiber (formerly Statler Tissue) P.O. Box 587 Augusta, ME 04330-0587	05/30/96	X		
Unifirst Corporation 68 Jonspin Road Wilmington, MA 01887-1086	05/20/93	X		
United States Fidelity and Guaranty Co. (USF&G) 5801 Smith Ave. Baltimore, MD 21209	07/24/90	X		
Valmet Automation Inc. 3100 Medlock Bridge Road Suite 250 Norcross, GA 30071	04/30/93	X		
Vescom Corporation Aspen Ridge, Suite A 11 Liberty Drive Bangor, ME 04401	05/18/93	X		
Warren, S.D. Co. Northeast Timberlands 49 Mountain Avenue P.O. Box 400 Fairfield, ME 04937-0400	04/29/91	X		
Warren, S.D. - Somerset RFD #3 Skowhegan, ME 04976	05/28/91	X		

Employers with approved policies, continued.

Company Name	Date Approved	Applicant Testing	Probable Cause	Random or Arbitrary
Waterville Anesthesia Associates 44 Main Street Waterville, ME 04901	04/30/93	X	X	X
Watts Fluid Air Cutts Rd. Kittery, ME 03904-0902	06/23/97	X		
Webber Oil Co. 700 Main St., P.O. Box 929 Bangor, ME 04402-0929	04/17/96	X		
Wheelabrator Sherman Energy Co. Mill St. & Rt. 11 P.O. Box 189 Sherman Station, ME 04777	08/09/91	X	X	
White, Paul G. Tile Co. 50 Allen Avenue Portland, ME 04103	07/21/93	X		
Wood Structures, Inc. Alfred Road Business Park Box 347 Biddeford, ME 04005	03/25/91	X		
Wyman & Simpson Inc. RR #1, Box 1122B County Rd. Richmond, ME 04357	05/18/93	X		
Yorktowne Paper Mill of Maine Inc. 721 Water Street Gardiner, ME 04345	04/25/90	X		
Zampell Refractories 354 Lincoln Street Lewiston, ME 04240	12/30/93	X	X	X

**Department of Human Services, Health and Environmental Testing Laboratory**  
**Laboratory Review and Approval**

The following laboratories, none of which are in Maine, were licensed as of the end of 1997 to perform the tests for all companies with substance abuse testing policies.

<b>Laboratory Name</b>	<b>Address</b>	<b>Date Expires</b>
American Medical Laboratories, Inc.	1425 Newbrook Drive P.O. Box 10841 Chantilly, VA 22021-0841	12/06/98
CompuChem Laboratories Inc.	P.O. Box 12652 1904 Alexander Dr. Research Triangle Park, N.C. 27709	01/10/98
DrugScan Inc.	1119 Mearns Road Warminster, PA 18974	07/10/98
Lab One Inc.	8915 Lenexa Drive Overland Pk., KS 66214	07/27/98
Laboratory Corporation of America d/b/a Med Express	4022 Willow Lake Blvd. Memphis, TN 38118	07/18/98
Laboratory Corporation of America Holdings	69 First Ave. Raritan, NJ 08869	03/12/98
Laboratory Specialists, Inc.	1111 Newton St. Gretna, LA 70053	05/08/98
Medtox Laboratories, Inc.	402 West County Road D. Saint Paul, MN 55112	03/01/98
PharmChem Laboratories, Inc.	1505 A O'Brien Drive Menlo Park, CA 94025	06/14/98
Pharmchem Laboratories - Texas Division	7606 Pebble Drive Fort Worth, TX 76118	10/15/98
Quest Diagnostics	7470-A Mission Valley Rd. San Diego, CA 92108	07/02/98
Quest Diagnostics	1901 Sulphur Spring Rd Baltimore, MD 21227	03/19/98

Laboratories holding licenses as of the end of 1997, continued.

<b>Laboratory Name</b>	<b>Address</b>	<b>Date Expires</b>
Quest Diagnostics (formerly MetPath, Inc.)	One Malcolm Ave. Teterboro, NJ 07608	05/04/98
SmithKline Beecham Clinical Laboratories	3175 Presidential Drive Atlanta, GA 03040	03/12/98

**Department of Mental Health and Mental Retardation, Office of Substance Abuse**  
**Employee Assistance Program (EAP) Review and Approval**

The following employers have approved programs as of the end of 1997.

Company Name	Location
Allwaste Environmental Services	Portland, ME
Astro Waste Service	Old Orchard Beach, ME
Bath Iron Works, Corp.	Bath, ME
Bell Atlantic	Statewide
B E & K Construction Co.	Jay, ME
Champion International Paper Co.	Bucksport, ME
Cianbro Inc.	Pittsfield, ME
Chinet Co.	Waterville, ME
Coca-Cola Bottling Co. of New England	Portland, ME
Durastone Precast Concrete Products Inc.	Portland, ME
Fisher Engineering	Rockland, ME
FMC Corporation, Marine Colloids Div.	Rockland, ME
Georgia Pacific Corp.	Woodland, ME
Hannaford Bros. Co.	Portland, ME
J.M. Huber Corp.	Easton, ME
International Paper Co.	Jay, ME
Lewiston, City of	Lewiston, ME
McLaren-Hart Engineering Corp.	Portland, ME
Mead Publishing Paper Div.	Rumford, ME
Mid-State Machine Products, Inc.	Winslow, ME
Pleasants Hardware/HCI Craftsmen	So. Portland & Bangor, ME
Pratt & Whitney	North Berwick, ME
Rock-Tenn/Ellis Paperboard	Scarborough, ME
Saco Defense, Inc.	Saco, ME
St. Mary's Regional Medical Center	Lewiston, ME
Specialty Minerals, Inc.	Jay & Madison, ME
Wheelabrator Inc.	Sherman Station, ME
Zampell Refractories, Inc.	Lewiston, ME

## **Section II - Results of Testing**

Results are based on a survey of all establishments with a policy approved by the state.

### **Job Applicant Testing**

Job applicants testing positive decreased from 3.1% in 1996 to 3.0% in 1997. The most common substances of abuse identified were cannabinoids (75.5%), cocaine (5.6%), followed by barbiturates (4.0%), opiates (3.7%), amphetamines (2.4%), benzodiazepines (2.1%) and alcohol (1.9%). (See appendix for controlled substances and drug names.)

The following table shows the results of applicant testing.

**Table 3**  
**Results of Job Applicant Tests**  
**Under Approved Policies**  
**Maine, 1997**

	<b>Tests</b>	<b>As Percent of All Tests</b>	<b>As Percent Of Positive Tests</b>
All Tests	<b>12,616</b>	<b>100.0%</b>	
Positive Results*	<b>375</b>	<b>3.0</b>	<b>100.0%</b>
Cannabinoids	283	2.2	75.5
Cocaine	21	0.2	5.6
Barbiturates	15	0.1	4.0
Opiates	14	0.1	3.7
Amphetamines	9	0.1	2.4
Benzodiazepines	8	0.1	2.1
Alcohol	7	0.1	1.9
Phencyclidine	0	--	--
Unknown	0	--	--

\* May be less than total of all substances if one or more applicants tested positive for multiple substances.

-- Less than 0.05 percent.

### Employee Testing

Seven people were given probable cause tests. One of the seven tested positive for alcohol. Four-hundred seventy-four of the employee tests fell under the random or arbitrary testing provisions of the law. Sixteen (3.4%) were confirmed positive for one or more substances. There were 15 positives for cannabinoids and one positive for cocaine and opiates.

### Analysis of All Results

The Manufacturing Industry had the largest number of employers with substance abuse testing policies. Of the 4,170 tests in Manufacturing, 2.9% were positive. Construction tested 1,633 people and had the highest percentage of positives, 5.8%. The largest number of tests (5,540) was in Services Industry (including Financial), of which 2.4% were positive. Transportation and Public Utilities tested 442 people, 1.4% were positive. See Table 4.

**Table 4**  
**Results of All Tests Under**  
**Approved Policies, by Industry**  
**Maine, 1997**

<u>Industry</u>	<u>Number of Policies</u>	<u>Number of Tests</u>	<u>Number of Positives</u>	<u>Percent Positive</u>
All Industries	147	13,097	392	3.0%
Construction	14	1,633	95	5.8
Heavy Construction	8	1,109	71	6.4
Other Construction	6	524	24	4.6
Manufacturing	71	4,170	121	2.9
Food Products	8	576	32	5.6
Wood Products	8	429	14	3.3
Paper Products	22	1,259	17	1.4
Plastics/Rubber	5	503	15	3.0
Electronic/Electrical Equipment	7	521	11	2.1
Other Manufacturing	21	882	32	3.6
Transportation and Public Utilities	9	442	6	1.4
Trade	19	998	24	2.4
Wholesale	11	260	9	3.5
Retail	8	738	15	2.0
Services	27	5,540	131	2.4
Healthcare	8	1,736	22	1.2
Professional Services	4	2,539	16	0.6
Other Services	15	1,265	93	7.4
Other	7	314	15	4.8

### Analysis of All Results, continued

There are some variations in the drug panels used by different employers. A drug panel consists of specified drugs that can be tested. All, or nearly all, employers test for cannabinoids, cocaine and amphetamines. Among the job applicants tested, cannabinoids remains the substance with the highest percentage of use followed by cocaine, barbiturates and opiates. Positive tests for amphetamines increased in 1997 with nine positives. Prior to 1997 there had been only three positives over a seven year period. The substance least tested for is alcohol. Only 35 of the 147 employers who conducted tests during the year called for test panels including alcohol. The total positives of all tests given was 3.0%; the highest percentage of positives for an individual substance was 2.3%. See Table 5.

**Table 5  
Results of All Tests Under  
Approved Policies, by Specific Substance  
of Abuse, Maine 1997**

<u>Substance</u>	<u>Employers Testing During Year</u>	<u>Total Tests</u>	<u>Total Positives</u>	<u>Percent Positives*</u>
All Substances	122	13,097	392	3.0%
Cannabinoids	122	13,096	298	2.3
Cocaine	122	13,096	22	0.2
Alcohol	35	3,111	8	0.1
Amphetamines	120	13,013	9	0.1
Barbiturates	74	7,713	15	0.1
Benzodiazepines	65	5,325	8	0.1
Opiates	117	13,003	15	0.1
Methadone	51	4,492	0	-.-
Methaqualone	55	4,853	0	-.-
Phencyclidine	116	11,877	0	-.-

\*Percent of test panel including that substance.

-. Less than 0.05 percent.

## **Section III - Description of Experiences**

### **Department of Labor, Bureau of Labor Standards**

In an effort to reduce the average time for review, the responsibility for policy review was moved, as of August 1997, from Administration to the Wage and Hour Division where there is additional staff to do policy reviews. Also, as a result of legislation submitted by DOL a model policy for applicant testing has been developed and a draft probable cause policy is in the works. The model policy will assist employers in the development of a policy for their business.

According to the PRIDE (Parent's Resource Institute for Drug Education) and National Household surveys, drug use has increased among the youth and decreased among adults. The substance abuse problem originally began with adults and filtered down to the youth. With the increased use among the youth and decreased use among adults, today's drug epidemic is different from what it has been in the past. However, the results of all testing reported in accordance with the Maine Substance Abuse Testing Law increased in 1997 to 3.0% from 2.5% in 1996.

### **Department of Human Services, Health and Environmental Testing Laboratory**

There are 14 licensed drug labs. None are located in Maine. All are certified by the National Laboratory Certification Program of the Substance and Mental Health Services Administration (formerly NIDA). Licensing for two labs expired during the year: one each in June and August. No new labs were licensed in 1997.

### **Department of Mental Health, Mental Retardation and Substance Abuse, Office of Substance Abuse Services**

The Office approved two employee assistance programs (EAP). Twenty-eight employers now have approved programs. Employers are responsible for renewing their EAP every two years. The number of approved EAP's decreased by seven due to some programs not being renewed.

## Appendix

### **Controlled substances and drug names:\***

#### **Cannabinoids:**

Hashish  
Marijuana  
Tetrahydrocannabinol

#### **Depressants:**

Barbiturates  
Benzodiazepines  
Glutethimide  
Methaqualone

#### **Hallucinogens:**

Amphetamine Variants  
LSD  
Mescaline and Peyote  
Phencyclidine  
Phencyclidine Analogs

#### **Narcotics:**

Codeine  
Heroin  
Hydromorphone  
Meperidine (Pethidine)  
Methadone  
Morphine  
Opium

#### **Stimulants:**

Amphetamines  
Cocaine  
Methylphenidate  
Phenmetrazine

**Probable Cause** - means reasonable grounds exist to believe that an employee may be under the influence of a substance of abuse.

**Random or Arbitrary** - a method of selecting people to be tested where all potential testees have an equal chance of selection by chance or where testing is based on criteria unrelated to substance abuse such as a date of hire anniversary.

\*This list is of the most common drug names; it is not meant to be all inclusive.